

Bureau of Health Care Quality & Compliance

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION		(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:  <b>NVS4684NSP</b>	(X2) MULTIPLE CONSTRUCTION A. BUILDING _____ B. WING _____	(X3) DATE SURVEY COMPLETED  <b>11/03/2009</b>
NAME OF PROVIDER OR SUPPLIER  <b>ADVANCE MEDICAL STAFFING</b>		STREET ADDRESS, CITY, STATE, ZIP CODE <b>3634 N RANCHO DRIVE LAS VEGAS, NV 89130</b>		
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P 000	<p>INITIAL COMMENTS</p> <p>Surveyor: 28381 This Statement of Deficiencies was generated as a result of a State Licensure focused survey conducted in your facility on 11/03/09, in accordance with Nevada Administrative Code, Chapter 449, Nursing Pools.</p> <p>The findings and conclusions of any investigation by the Health Division shall not be construed as prohibiting any criminal or civil investigations, actions or other claims for relief that may be available to any party under applicable federal, state or local laws.</p> <p>Sixteen employee records were reviewed.</p> <p>The following regulatory deficiencies were identified:</p>	P 000		
P 047	<p>449.7474 DUTIES OF LICENSEE OR APPLICANT</p> <p>1. A licensee or applicant for a license shall: (b) Disclose of the ownership of the nursing pool to the health division.</p> <p>This Regulation is not met as evidenced by: Surveyor: 28381 Based on staff interview, the licensee failed to provide information on a change in ownership to the health division. The ownership changed in April 2009, and new ownership has not been registered as yet with the bureau.</p> <p>Scope: 1 Severity: 1</p>	P 047		
P 049	<p>449.7474 DUTIES OF LICENSEE OR APPLICANT</p>	P 049		

If deficiencies are cited, an approved plan of correction must be returned within 10 days after receipt of this statement of deficiencies.

TITLE

(X6) DATE

LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE

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P 049	Continued From page 1  2. A licensee or applicant for a license is responsible for: (b) Periodic administrative and professional evaluations of the nursing pool. The licensee or applicant shall receive, review and take action on recommendations made by the evaluating groups and maintain a record of that action. This Regulation is not met as evidenced by: Surveyor: 28381 Based on document review and staff interview, the facility failed to provide for an annual evaluation of the agency and provide recommendations to the licensee and provide documentation of those actions.  Scope: 1 Severity: 1	P 049		
P 051	449.7474 DUTIES OF LICENSEE OR APPLICANT  3. A licensee or applicant for a license shall adopt policies, including policies relating to the care of patients, and bylaws for the nursing pool. The bylaws must be written, revised as needed and made available to the health division. The bylaws must contain not less than the following: (a) A description of the persons to whom responsibilities for the administration and supervision of the program and the evaluation of practices may be delegated, and the methods by which the licensee or applicant will hold those persons responsible.	P 051		

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P 051	Continued From page 2  This Regulation is not met as evidenced by: Surveyor: 28381 Based on interview and observation, it was determined that the facility has no written policies regarding the operation of the Nursing Pool.  Scope: 2 Severity: 1	P 051		
P 056	449.7475 ADMINISTRATOR: QUALIFICATIONS/DUTIES  2. The administrator of a nursing pool shall represent the licensee in the daily operation of the nursing pool and appoint a person to exercise his authority in his absence. The administrator's responsibilities include: (b) Employing qualified personnel and arranging for their orientation and continuing education. This Regulation is not met as evidenced by: Surveyor: 28381 Based on record review and staff interview, the facility failed to check licensure of 1 of 16 employees whose license had expired. (Employee #12)  Scope: 2 Severity: 1	P 056		
P 057	449.7475 ADMINISTRATOR: QUALIFICATIONS/DUTIES  2. The administrator of a nursing pool shall represent the licensee in the daily operation of the nursing pool and appoint a person to exercise his authority in his absence. The administrator's responsibilities	P 057		

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P 057	Continued From page 3  include: (c) Developing and implementing an accounting and reporting system that reflects the fiscal experience and current financial position of the nursing pool. This Regulation is not met as evidenced by: Surveyor: 28381 Based on record review and staff interview, the facility failed to provide evidence of an accounting or reporting system that reflects the fiscal experience and current financial position of the Nursing Pool.  Scope: 2 Severity: 1	P 057			
P 070	449.7477 PERSONNEL POLICIES:MANITENANCE  Section 14 A nursing pool shall maintain written policies concerning the qualifications, responsibilities and conditions of employment for each category of personnel, including licensure when required by law. The written policies must be reviewed as needed, made available to the members of the staff of the nursing pool and provide for: 1. Wages and hours. This Regulation is not met as evidenced by: Surveyor: 28381 Based on observation and interview, the facility failed to maintain written policies concerning the qualifications, responsibilities and conditions of employment for each category of personnel.  Scope: 2 Severity: 1	P 070			

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P 072	Continued From page 4	P 072			
P 072	<p>449.7477 PERSONNEL POLICIES:MANITENANCE</p> <p>A nursing pool shall maintain written policies concerning the qualifications, responsibilities and conditions of employment for each category of personnel, including licensure when required by law. The written policies must be reviewed as needed, made available to the members of the staff of the nursing pool and provide for:</p> <p>3. Maintenance of a current record of the health of each member of the staff.</p> <p>This Regulation is not met as evidenced by: Surveyor: 28381 NAC 441A.375 Medical facilities and facilities for the dependent: Placement and care of cases and suspected cases; surveillance and testing of employees.</p> <p>3. Before initial employment, a person employed in a medical facility or a facility for the dependent shall have a: (a) Physical examination or certification from a licensed physician that the person is in a state of good health, is free from active tuberculosis and any other communicable disease in a contagious stage; and (b) Mantoux tuberculin skin test, including persons with a history of bacillus Calmette-Guerin (BCG) vaccination.</p> <p>If the employee has no documented history of a 2-Step Mantoux tuberculin skin test and has not had a single Mantoux tuberculin skin test within the preceding 12 months, then a 2-Step Mantoux tuberculin skin test must be administered. A single annual Mantoux tuberculin skin test must be administered thereafter.</p>	P 072			

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P 072	<p>Continued From page 5</p> <p>4. An employee with a documented history of a positive Mantoux tuberculin skin test is exempt from screening with skin test or chest radiographs unless he develops symptoms suggestive of tuberculosis.</p> <p>5. A person who demonstrates a positive skin test administered pursuant to subsection 3 shall submit to a chest radiograph and medical evaluation for active tuberculosis.</p> <p>6. Counseling and preventive therapy must be offered to a person with a positive Mantoux tuberculin skin test in accordance with the recommendations of the American Thoracic Society and the American Lung Association set forth in "Tuberculosis: What the Physician Should Know."</p> <p>7. A medical facility shall maintain surveillance of employees for the development of pulmonary symptoms. A person with a history of tuberculosis or a positive tuberculin skin test shall report promptly to the infection control specialist, if any, or to the director or other person in charge of the medical facility if the medical facility has not designated an infection control specialist, when any pulmonary symptoms develop. If symptoms of tuberculosis are present, the employee shall be evaluated for tuberculosis.</p> <p>Based on record review and staff interview, the facility failed to show evidence of proper tuberculosis (TB) testing for 10 of 16 employees. (Employee #1 - Missing evidence of a 2nd step TB test, Employee #2 - More than 1 year elapsed between the most recent 1st and 2nd steps, Employee#4 - No evidence of a positive TB test - received chest X-ray on 09/06/2009, Employee #5 - More than 1 year elapsed between most recent 1st and 2nd steps, Employee #10 - No</p>	P 072			

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P 072	Continued From page 6  evidence of any TB tests in more than 1 year, Employee #11 - No evidence of a positive TB test - received chest X-ray on 08/01/2007, Employee #12 - No evidence of a 2nd step TB test, Employee #14 - No evidence of a 2nd step TB test, Employee #15 - No evidence of any TB tests, Employee #16 - No evidence of a positive TB test - received chest X-ray on 08/27/2008.)  The facility failed to maintain a record of the pre-hire physical for 1 of 16 employees. (Employee #7 - had no evidence of a physical examination.)  Scope: 2 Severity: 2	P 072		
P 073	449.7477 PERSONNEL POLICIES:MANITENANCE  A nursing pool shall maintain written policies concerning the qualifications, responsibilities and conditions of employment for each category of personnel, including licensure when required by law. The written policies must be reviewed as needed, made available to the members of the staff of the nursing pool and provide for: 4. Orientation of all health personnel to the policies and objectives of the nursing pool, training while on the job and continuing education. This Regulation is not met as evidenced by: Surveyor: 28381 Based on observation, review of records, and interview with the Administrator, the facility failed to ensure that all health personnel were orientated to the policies and objectives of the	P 073		

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P 073	Continued From page 7  nursing pool, training on the job, and continuing education.  One of 16 personnel files did not contain information regarding orientation to the policies and objectives of the nursing pool, on the job training, and continuing education.  Scope: 2 Severity: 1	P 073			
P 074	449.7477 PERSONNEL POLICIES:MANITENANCE  A nursing pool shall maintain written policies concerning the qualifications, responsibilities and conditions of employment for each category of personnel, including licensure when required by law. The written policies must be reviewed as needed, made available to the members of the staff of the nursing pool and provide for: 5. Periodic evaluations of the performance of members of the staff. This Regulation is not met as evidenced by: Surveyor: 28381 Based on observation and interview, the facility failed to provide a written policy for periodic evaluations of the performance of members of the staff.  Scope: 2 Severity: 1	P 074			
P 095	449.7481 ANNUAL EVALUATION OF NURSING POOL  Section 18 1. A licensee shall perform an	P 095			

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P 095	<p>Continued From page 8</p> <p>overall evaluation of the nursing pool annually. The purpose of the evaluation is to audit the financial condition of the nursing pool, to review its policies and procedures, to recommend additions or changes to those policies and procedures, and to ensure compliance with those policies and with applicable regulations. This Regulation is not met as evidenced by: Surveyor: 28381</p> <p>Based on document review and staff interview, the agency failed to provide an annual evaluation of the nursing pool as required by statute.</p> <p>1. The agency lacked documented evidence of an annual evaluation that included an audit of the financial condition, review of policy and procedures and recommendation based on the audit of agency information.</p> <p>2. The agency lacked a report to reflect an annual evaluation of the agency to submit to the licensee as required by statute.</p> <p>Scope: 2 Severity: 1</p>	P 095			

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